

eral departments and agencies, and with civilian industry and local authorities. We have learned that in some instances the most rigid requirements of the early phases of a development program can be relaxed, whereas in other cases even more stringent steps must be taken.

One of the more serious situations in relation to the Defense Department's capability to deal with questions of environmental pollution is that relating to manpower. If we are going to be able accurately to define problems and develop effective yet economical solutions thereto, it is absolutely essential that we have available highly capable experts in the various disciplines necessary for a complete program. This matter affects not only the Department of Defense but to a large measure, other Federal agencies, and the national capability as well.

Lastly, sir, based on our experiences, there are three areas in which definitive action can be undertaken now, which provide for evolution based on advancing knowledge and changed circumstances. These are:

First, a more systematic effort to marshal our current knowledge. This involves developing a better appreciation of what we know, what we don't know, and to what degree our current concepts have a valid base.

Second, undertake the solution of identifiable problems, in a practical and economical sense. This, sir, on the side, infers a better program definition and facing.

Third, discern and define the problems of the future, and initiate those actions necessary to achieve their solution, in phase with the emergence of the problem.

Insofar as our responsibilities are concerned, the Department of Defense will continue to give this matter major attention.

Sir, I am ready for any further questions that you or the committee have.

Mr. DADDARIO. Colonel, would you go into this manpower problem? What is the nature of it? Is it a different problem in the military? Is it a matter of training more people or is it simply a matter of shifting around those who are assigned to other tasks?

Colonel MEYER. Sir, it is basically a problem of procurement of new people as well as a problem of retaining the skilled people which we have. We have identified within the Defense Establishment the people who are with us who have the skills and in the main they are being used in this effort in one way or another. Our principal problem relates to the larger issue of training programs in the civilian educational area of the development of the type of educational patterns to fit what is changing from what is a traditional sanitary engineering area of the past and then once having done this to also provide for something which is a problem affecting the entire Military Establishment of means of attracting and retaining these people in the military service.

Now, in my responsibility as Chief of the Biomedical Sciences Corps of the Air Force, I have cognizance over all the allied health professions and what I reflect here is what I know to be the case in the other services. Eighty percent of our people have less than 10 years service and yet we have had these types of people in the system for many many years. This reflects a serious problem as far as retaining these people are concerned. It is of interest to your committee also because it has to do with the general problem of management of such facilities as